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RESEARCH NOTES

Number 52-16

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SELECTION OF A POOL OF PERSONALITY ITEMS (FAB-1) FOR
RESEARCH USE AT FRANKFORD ARSENAL

PJ 3504-10

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PERSONNEL RESEARCH SECTION

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SLECTION OF A POOL OF PERSONALITY ITEMS (FAB-1) FOR
RESEARCH USE AT FRANKFORD ARSENAL

INTRODUCTION

The Frankford Arsenal at Philadelphia, Pennsylvania has begun a research program designed to improve the methods of selecting civilian foremen and supervisors for the Arsenal. The Personnel Research Section was requested by the Director of Civilian Personnel, Office of the Secretary of the Army, to submit a pool of personality items which could be used for the research at Frankford Arsenal.

The purpose of PJ 3504-10, Selection of a Pool of Personality Items (FAB-1) for Research at Frankford Arsenal, was to select a pool of items from the military leadership studies which could be tried experimentally in the civilian supervisory study.

PROCEDURE

Commercial materials as well as those available at the Personnel Research Section were reviewed. Biographical Information Blanks used operationally by the Army were eliminated as source materials for this study.

All items that contained military references were rewritten or eliminated. The items were rewritten to change such words as "officer" and "soldier" to "official" and "worker." Thus, the meaning of each item remained essentially unaltered. All items which contained alternatives used in previous pairs were eliminated if the wording was the same.

RESULTS

A total of 300 items were selected from the Biographical Information Blank, OCB-4 (DA AGO PRT-2462) and ROTC Self-Description Blank, Form II (DA AGO PRT-1744). The OCB-4 is a research instrument used for the selection of officer candidates. ROTC, Form II is a research instrument designed to select ROTC graduates for commissions in the Regular Army.

The 300 items were made up of 180 forced-choice pairs (Section I) and 120 yes-no items (Section II). Of the 180 forced-choice pairs of FAB-1, 13 were taken from ROTC, Form II and 167 were taken from OCB-4.

of the 120 yes-no items, 8 were taken from ROTC, Form II and 112 were taken from OCB-4. Tables 1 and 2 give the item number in the OCB-4 and ROTC, Form II for each item in FAB-1.

DISPOSITION OF FAB-1

In January 1952, the list of 300 items was sent to the Director of Civilian Personnel, Office of the Secretary of the Army. At that time, the request was made that answer sheet, DA AGO PRT-2022 be used with FAB-1 and that all answer sheets and criterion data be sent to the Personnel Research Section for statistical processing.

PERSONNEL

Program Coordinator: Mr. H. L. McAdoo

Project Director: Mr. L. R. Harmon

Research Associate: Dr. Ardie Lubin

Preparation of Report: Dr. Ardie Lubin

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Table 1. Section 1, Forced-choice items

Source of Items Used in FAB-1

FAB-1 Item No.	Source Instrument	Item No.	FAB-1 Item No.	Source Instrument	Item No.
1	OCB-4	180	21	OCB-4	157
2	OCB-4	178	22	OCB-4	153
3	OCB-4	176	23	OCB-4	151
4	OCB-4	170	24	ROTC Form II	50
5	OCB-4	168	25	ROTC Form II	19
6	OCB-4	166	26	ROTC Form II	25
7	OCB-4	164	27	ROTC Form II	26
8	OCB-4	162	28	ROTC Form II	31
9	OCB-4	160	29	ROTC Form II	32
10	OCB-4	152	30	ROTC Form II	65
11	OCB-4	179	31	OCB-4	224
12	OCB-4	177	32	OCB-4	222
13	OCB-4	175	33	OCB-4	220
14	OCB-4	173	34	OCB-4	218
15	OCB-4	171	35	OCB-4	214
16	OCB-4	169	36	OCB-4	212
17	OCB-4	167	37	OCB-4	210
18	OCB-4	165	38	OCB-4	208
19	OCB-4	163	39	OCB-4	206
20	OCB-4	161	40	OCB-4	204

Table 1 (Continued)

Source of Items Used in TAB-1

TAB-1 Item No.	Source Instrument	Item No.	TAB-1 Item No.	Source Instrument	Item No.
41	OCB-4	202	61	OCB-4	199
42	OCB-4	200	62	OCB-4	197
43	OCB-4	198	63	OCB-4	195
44	OCB-4	196	64	OCB-4	193
45	OCB-4	194	65	OCB-4	189
46	OCB-4	190	66	OCB-4	187
47	OCB-4	188	67	OCB-4	185
48	OCB-4	186	68	OCB-4	181
49	OCB-4	182	69	ROTC Form II	182
50	OCB-4	225	70	ROTC Form II	249
51	OCB-4	223	71	ROTC Form II	215
52	OCB-4	221	72	OCB-4	183
53	OCB-4	219	73	OCB-4	184
54	OCB-4	217	74	ROTC Form II	207
55	OCB-4	215	75	ROTC Form II	228
56	OCB-4	213	76	OCB-4	330
57	OCB-4	211	77	OCB-4	328
58	OCB-4	209	78	OCB-4	326
59	OCB-4	205	79	OCB-4	324
60	OCB-4	201	80	OCB-4	322

Table 1 (Continued)

Source of Items Used in FAB-1

FAB-1 Item No.	Source Instrument	Item No.	FAB-1 Item No.	Source Instrument	Item No.
81	OCB-4	320	101	OCB-4	280
82	ROTC Form II	13	102	OCB-4	278
83	OCB-4	316	103	OCB-4	276
84	OCB-4	314	104	OCB-4	274
85	OCB-4	312	105	OCB-4	272
86	OCB-4	310	106	OCB-4	270
87	OCB-4	308	107	OCB-4	268
88	OCB-4	306	108	OCB-4	266
89	OCB-4	304	109	OCB-4	264
90	OCB-4	302	110	OCB-4	262
91	OCB-4	300	111	OCB-4	260
92	OCB-4	298	112	OCB-4	258
93	OCB-4	296	113	OCB-4	256
94	OCB-4	294	114	OCB-4	254
95	OCB-4	292	115	OCB-4	252
96	OCB-4	290	116	OCB-4	250
97	OCB-4	288	117	OCB-4	248
98	OCB-4	286	118	OCB-4	246
99	OCB-4	284	119	OCB-4	244
100	OCB-4	282	120	OCB-4	242

Table 1 (Continued)

Source of Items Used in FAB-1

FAB-1 Item No.	Source Instrument	Item No.	FAB-1 Item No.	Source Instrument	Item No.
121	OCB-4	240	141	OCB-4	305
122	OCB-4	238	142	OCB-4	303
123	OCB-4	236	143	OCB-4	301
124	OCB-4	234	144	OCB-4	299
125	OCB-4	232	145	OCB-4	297
126	OCB-4	230	146	OCB-4	295
127	OCB-4	228	147	OCB-4	293
128	OCB-4	226	148	OCB-4	291
129	OCB-4	329	149	OCB-4	289
130	OCB-4	327	150	OCB-4	287
131	OCB-4	325	151	OCB-4	285
132	OCB-4	323	152	OCB-4	283
133	OCB-4	321	153	OCB-4	281
134	OCB-4	319	154	OCB-4	279
135	OCB-4	317	155	OCB-4	277
136	OCB-4	315	156	OCB-4	275
137	OCB-4	313	157	OCB-4	273
138	OCB-4	311	158	OCB-4	271
139	OCB-4	309	159	OCB-4	269
140	OCB-4	307	160	OCB-4	267

Table 1 (Continued)

Source of Items Used in PAB-1

PAB-1 Item No.	Source Instrument	Item No.
161	OCB-4	265
162	OCB-4	263
163	OCB-4	261
164	OCB-4	259
165	OCB-4	257
166	OCB-4	255
167	OCB-4	253
168	OCB-4	251
169	OCB-4	249
170	OCB-4	247
171	OCB-4	245
172	OCB-4	243
173	OCB-4	241
174	OCB-4	219
175	OCB-4	237
176	OCB-4	235
177	OCB-4	233
178	OCB-4	231
179	OCB-4	229
180	OCB-4	227

Table 2. Section II, Yes-No Items

Source of Items Used in FAB-1

FAB-1 Item No.	Source Instrument	Item No.	FAB-1 Item No.	Source Instrument	Item No.
181	OCB-4	400	201	OCB-4	426
182	OCB-4	398	202	OCB-4	422
183	OCB-4	396	203	OCB-4	420
184	OCB-4	403	204	OCB-4	418
185	OCB-4	401	205	OCB-4	416
186	OCB-4	399	206	OCB-4	414
187	OCB-4	397	207	OCB-4	412
188	OCB-4	395	208	OCB-4	410
189	OCB-4	450	209	OCB-4	408
190	OCB-4	448	210	OCB-4	406
191	OCB-4	446	211	OCB-4	394
192	OCB-4	444	212	OCB-4	392
193	OCB-4	442	213	OCB-4	390
194	OCB-4	440	214	OCB-4	388
195	OCB-4	438	215	OCB-4	386
196	OCB-4	436	216	OCB-4	384
197	OCB-4	432	217	OCB-4	382
198	OCB-4	430	218	OCB-4	380
199	OCB-4	429	219	OCB-4	378
200	OCB-4	428	220	OCB-4	376

Table 2 (Continued)

Source of Items Used in TAB-1

FAB-1 Item No.	Source Instrument	Item No.	FAB-1 Item No.	Source Instrument	Item No.
221	OCB-4	374	241	OCB-4	338
222	OCB-4	372	242	OCB-4	336
223	OCB-4	370	243	OCB-4	334
224	OCB-4	368	244	OCB-4	332
225	OCB-4	366	245	OCB-4	449
226	OCB-4	364	246	OCB-4	447
227	OCB-4	362	247	OCB-4	445
228	OCB-4	360	248	OCB-4	443
229	OCB-4	358	249	OCB-4	441
230	OCB-4	356	250	OCB-4	439
231	OCB-4	354	251	OCB-4	437
232	OCB-4	348	252	OCB-4	435
233	OCB-4	352	253	OCB-4	433
234	ROTC Form II	82	254	OCB-4	431
235	ROTC Form II	80	255	OCB-4	427
236	OCB-4	350	256	OCB-4	425
237	OCB-4	346	257	OCB-4	419
238	OCB-4	344	258	OCB-4	417
239	OCB-4	342	259	OCB-4	415
240	OCB-4	340	260	OCB-4	413

Table 2 (Continued)

Sources of Items Used in FAB-1

FAB-1 Item No.	Instrument	Source	FAB-1 Item No.	Instrument	Source
		Item No.			Item No.
261	OCB-4	411	281	OCB-4	359
262	OCB-4	409	282	OCB-4	357
263	OCB-4	407	283	OCB-4	355
264	OCB-4	405	284	OCB-4	353
265	OCB-4	393	285	OCB-4	349
266	OCB-4	391	286	OCB-4	351
267	OCB-4	389	287	OCB-4	347
268	OCB-4	387	288	OCB-4	345
269	OCB-4	385	289	OCB-4	343
270	OCB-4	381	290	OCB-4	339
271	OCB-4	379	291	OCB-4	337
272	OCB-4	377	292	OCB-4	335
273	OCB-4	375	293	OCB-4	333
274	OCB-4	373	294	OCB-4	331
275	OCB-4	371	295	ROTC Form II	95
276	OCB-4	369	296	ROTC Form II	150
277	OCB-4	367	297	ROTC Form II	131
278	OCB-4	365	298	ROTC Form II	130
279	OCB-4	363	299	ROTC Form II	104
280	OCB-4	361	300	ROTC Form II	102